



**BEHAVIORAL HEALTH AND SERVICE  
INTEGRATION ADMINISTRATION BHSIA**  
Nursing Hours for Required Training

**2015-17 BIENNIAL BUDGET**

ML Request	FY16	FY17	15-17
FTE	12.4	12.4	12.4
GF-State	\$872,000	\$872,000	\$1,669,000
<b>Total</b>	<b>\$872,000</b>	<b>\$872,000</b>	<b>\$1,669,000</b>

**DECISION PACKAGE SUMMARY**

The Behavioral Health and Service Integration Administration (BHSIA) requests funding in order to pay for additional staff to back fill for nursing staff during Continuing Medical Education (CME) related absence as required by the Collective Bargaining Agreement. By funding this request, BHSIA is expected to fulfill the requirements of the Service Employees International Union (SEIU) Healthcare 1199NW Collective Bargaining Agreement (CBA), which is expected to continue into the 2015-17 CBA.

**PROBLEM STATEMENT**

Per Article 7.2 of the SEIU Healthcare 1199NW collective bargaining agreement, upon request, nurses will be granted up to six paid days off to pursue CME opportunities. Funding for the staffing hours needed to cover the absences created by this bargained benefit for continuing education was never factored into the budget for the state hospitals, thus leaving a shortage of coverage and resulting in overtime paid for these absences. Planning for these hours will allow for payment at the standard wage rate instead of the overtime wage. This is a necessary step in the continued efforts to reduce the overtime expenditures at the state hospitals.

If this request is not funded, recent collaborative efforts by the Department of Social and Health Services (DSHS) and labor organizations to address the back-fill, overtime and patient safety issues will be compromised and a key mitigation strategy for reducing overtime expenditures will not be implemented.

**PROPOSED SOLUTION**

Funding will provide for nursing hours with on-call staff at a level that allows for coverage at the standard pay rate rather than the overtime pay rate. The plan will be implemented immediately as a way to reduce the current overtime expenditures.



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**EXPECTED RESULTS**

The budget request supports DSHS Goal 1: Health – Each individual and each community will be healthy.

The decision package is essential to implementing the BHSIA Strategic Objective 1.7: Decrease the rate of patient-to-staff assault claims filed at Eastern State Hospital and Western State Hospital.

It is expected that patient care will be improved with the ongoing training given to nurses ensuring they have the support and time off necessary to excel. The Ad Hoc Safety Committee, an advisory group made up of labor and leadership teams from Washington Federation of State Employees (WFSE), SEIU 1199NW paired with BHSIA leadership, reviewed the violence reduction recommendations from independent evaluators since 2001. From this review and discussion the group identified steps that could be taken to significantly reduce the level of violence at the state hospitals and this funding was identified as a key element.

Ongoing training gives nurses the greatest resources for maintaining the health, safety, and comfort of their patients. All are key elements in the prevention of violence in this vulnerable population.

Other desired and expected results are improved nursing morale and retention at the state hospitals, improved labor relations.

**STAKEHOLDER IMPACT**

SEIU Healthcare 1199NW will actively support this request as it will provide the funding necessary to meet the CBA requirement for nursing staff to utilize their training benefit.



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